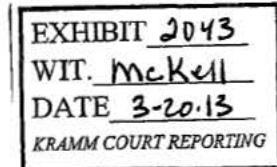
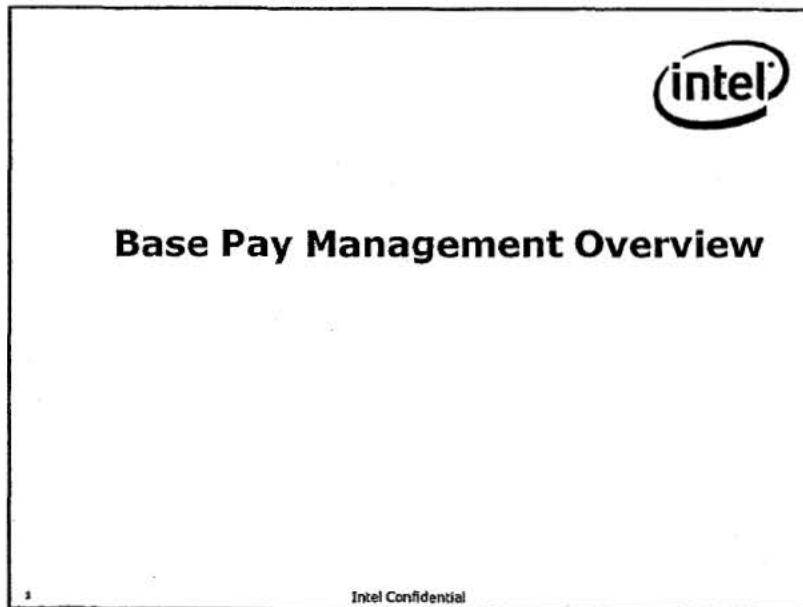


**EXHIBIT 2043 TO
CISNEROS DECLARATION
REDACTED VERSION**



1

2043.1

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Base Pay Management: Strategic Objectives

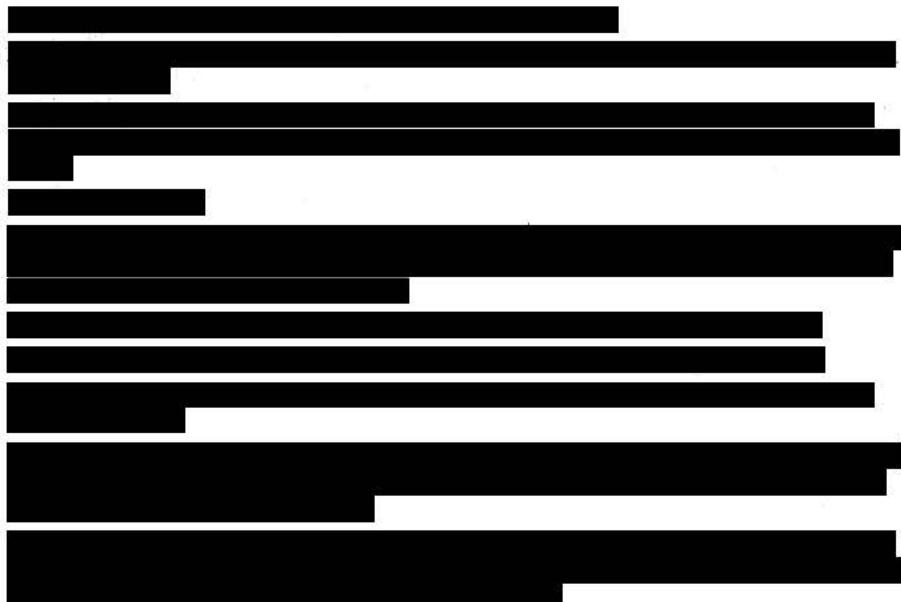
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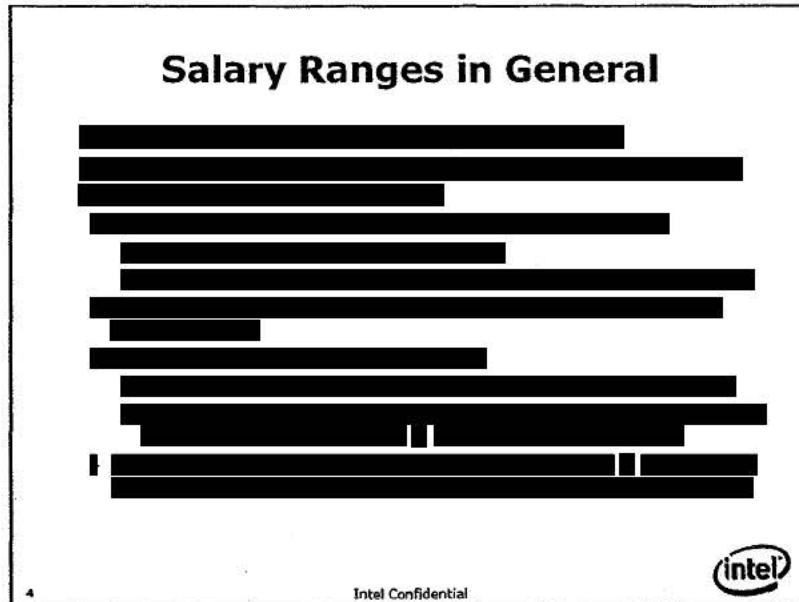
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1043.3

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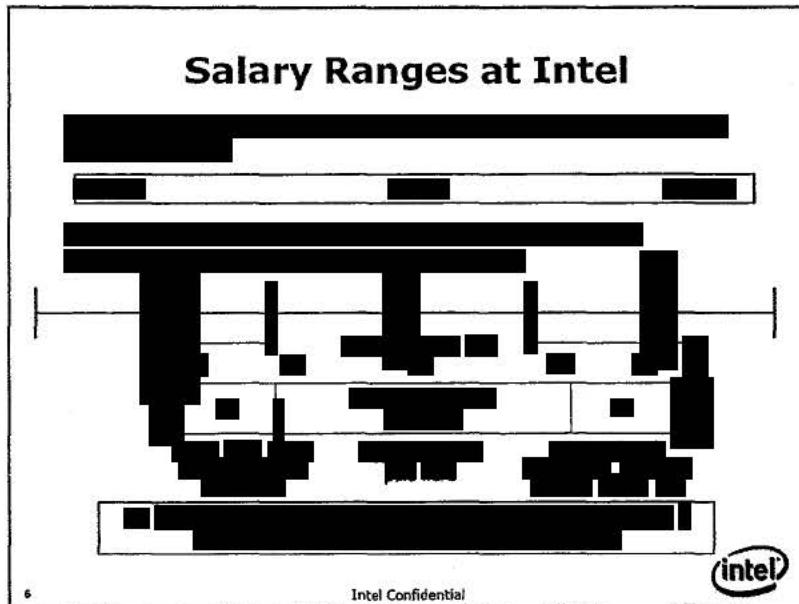
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[REDACTED]

[REDACTED]

[REDACTED]



2013.6

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2043.7

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Other future Focal tool changes under consideration

We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality

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2043.9

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Other Questions

We don't have all the answers today ... but we have a vision of the future and will be building plans to make that future a reality

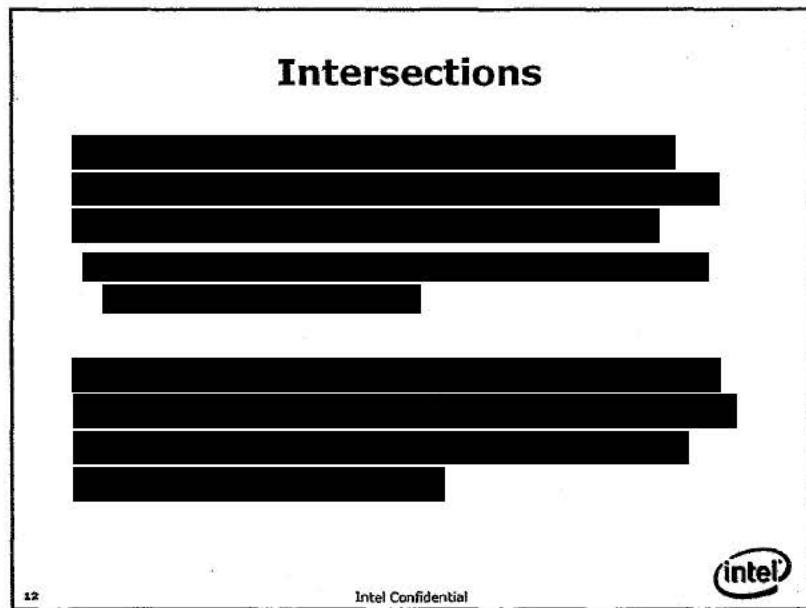
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2043, 11

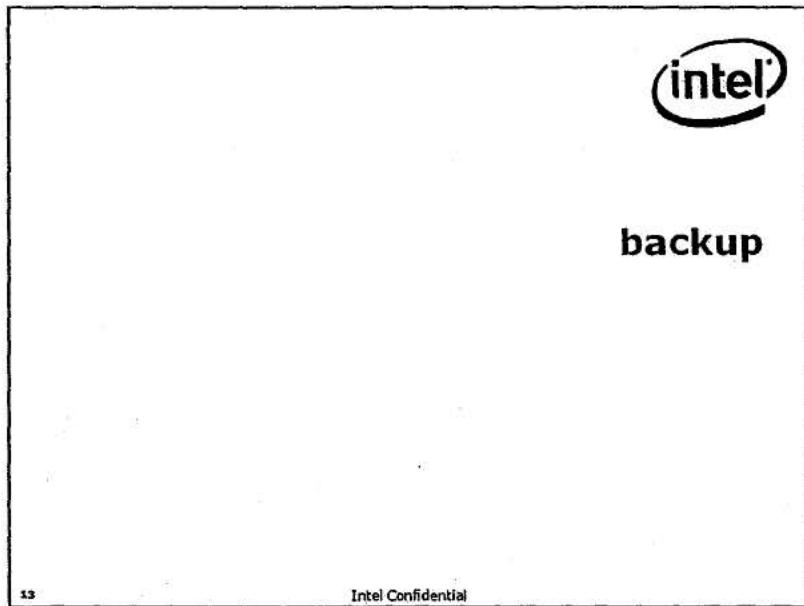
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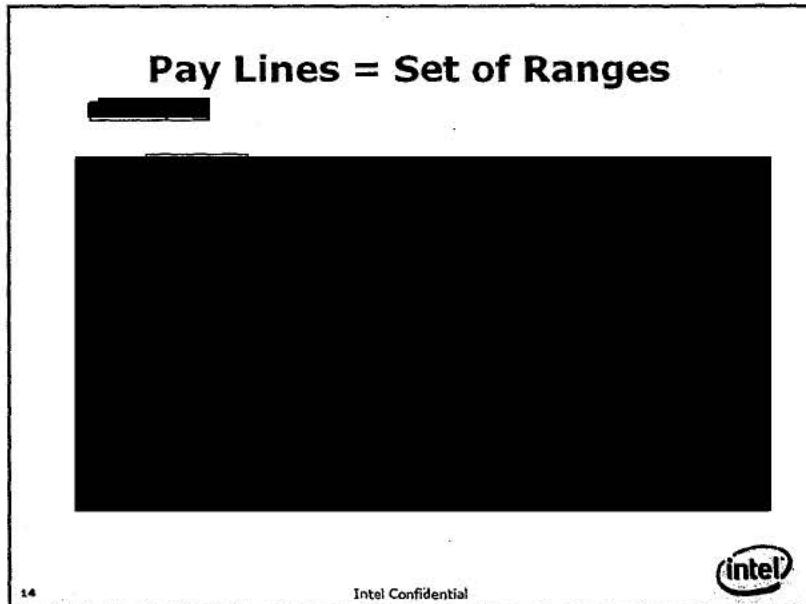


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2043.12

76658DOC016885
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2013.14

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